

**Article 39**  
**DURATION AND TERMINATION OF AGREEMENT**

This Agreement shall be effective January 1, 2005 upon Civil Service Commission approval and shall continue in full force and effect until December 31, 2007.

Provisions concerning compensation during fiscal year 2008-2009 and non-compensation articles effective January 1, 2008 shall be opened by either party giving written notice to the other of its intent to bargain such provisions, on or after March 1, 2007 but no later than May 1, 2007.

IN WITNESS WHEREOF, the parties hereto have set their hands:

Michigan Corrections Organization  
SEIU, Local 526-M, AFL-CIO

State of Michigan  
Office of the State Employer

By: S/ \_\_\_\_\_  
Fred R. Parks  
Executive Director

By: S/ \_\_\_\_\_  
David H. Fink  
Director

CIVIL SERVICE COMMISSION APPROVAL, December 15, 2004.